

# Registration

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**Conference Date:** Dec. 3, 2008 at 1:00 pm to Dec. 5, 2008 at 12:00 pm

**Cost:** \$200 registration includes several meals, snacks, and a copy of the books *Good to Great* and *Good to Great in the Social Sectors*. **Make checks payable to Alabama Children's Policy Council.**

**Registration Deadline** is November 15, 2008  
Mail or fax registrations to DCA at address below

**Hotel Information:** The Hotel at Auburn University 1-800-228-2876 Rooms can be reserved for \$70.00 under State of Alabama Department of Children's Affairs block until 11/17

**For More Information:** 334-223-0502 or [www.children.alabama.gov](http://www.children.alabama.gov)

Department of Children's Affairs  
2 North Jackson Street, Suite 602  
Montgomery, AL 36104  
Fax: 334-240-3054



## Raising The Bar

Great Organizations Producing Real Results

**2008 Children's Leadership Academy**

**December 3-5, 2008**

**Hosted By:  
Department of Children's Affairs**



## Children's Leadership Academy

The Children's Leadership Academy is designed to build the leadership skill of agency, program and division directors in the children's services fields. It brings the leaders from governmental agencies, nonprofits, and communities together and helps create a common language and vision for children and families.

This year the academy will focus on the work of Jim Collins in his book Good to Great and the Social Sectors. Participants will gain a better understanding of how to build great programs and will become more aware of their leadership styles.

Three distinct participant groups participate in the conference. Community leaders include advocates and local agency leaders. Family Resource Center Directors include the current and future directors of these community collaboratives. State Agency Leaders are middle and upper level managers from state Health and Human Services agencies.

### Defining Great

"What matters is not finding the perfect indicator, but settling upon a consistent and intelligent method of assessing your output results, and then tracking your trajectory with rigor. What do you mean by great performance? Have you established a baseline? Are you improving? If not, why not? How can you improve even faster toward your audacious goals?"

### Great Leaders

"Social sector leaders are not less decisive than business leaders as a general rule; they only appear that way to those who fail to grasp the complex governance and diffuse power structures common to social sectors."

"True leadership only exists if people follow when they have the freedom not to. If people follow you because they have no choice, then you are not leading."

### Great Staff

"In the social sectors, where getting the wrong people off the bus can be more difficult than in a business, early assessment mechanisms. turnout to be more important than hiring mechanisms. There is no perfect interviewing technique, no ideal hiring method; even the best executives make hiring mistakes. You can only know for certain about a person by working with that person."

### Great Focus

"You begin with passion, then you refine passion with a rigorous assessment of what you can best contribute to the communities you touch. Then you create a way to tie your resource engine directly to the other two circles."

### Academy Facilitator - Phil Lee, J.D., MPM

Philip Lee is President in the Results Leadership Group and a Senior Fellow at the University of Maryland School of Public Policy. Mr. Lee consults and designs and teaches executive programs in results leadership, results accountability, organizational development, and negotiation.



Mr. Lee's work has included helping the U.S. Department of Health and Human Services Health Resources and Services Administration design and implement a performance review system for \$6 billion in grants to 3,000 grantees nationwide; designing and since 2001 delivering the National Institutes of Health Senior Leadership Program; assisting the U.S. Department of Commerce in the design of performance measures for its human resources offices; teaching graduate courses in results and performance accountability at the University and for Federal agencies; and facilitating community-based collaborations among leaders in the Annie E. Casey Foundation's Leadership in Action Program.

December 3-5, 2008  
Auburn Hotel and Conference Center  
[www.children.alabama.gov](http://www.children.alabama.gov)